

NOTICE

Special Meeting Of the Berkeley Division

May 6, 1992
4:00 – 5:30 pm

Sibley Auditorium
Bechtel Engineering Center

In accordance with By-Law 5 (B) and the Statewide By-Law 315, a special meeting of the Division has been requested by Professors Schwartz, Rabinow, Nader, Anderson, Graburn, Dundes, and Helson.

Their reasons for requesting this special of the Division are outlined in their 4/22/92 statement printed on the reverse side of this Notice. The proposed Resolution regarding compensation of executive officers of the University is the only item of the agenda.

Anne D. Kilmer, Chair
Phyllis B. Blair, The Secretary
Berkeley Division

The current controversy over large salaries, perquisites and retirement benefits provided to top executives of the University of California raises a number of questions of deep concern to the faculty. In what follow we wish to be understood as passing judgment not on the validity of any past contractual commitments nor on the value of any individual university administrator, but rather on general principles which we believe ought to guide administrative policies henceforward.

The central claim has been that these high levels of compensation for top administrators in the university are appropriate, in view of the large size and complexity of this institution, and necessary, in order to be competitive in recruiting the best talent available for the job. We believe these views are based upon standards derived from the commercial sector, standards which are fundamentally inappropriate to the academic world, and especially wrong for a publicly funded university.

In private business making a dollar is the definition of success, and so the most successful chief executives are paid top dollar. In the university, however, we have fundamentally different values. Professors are quite accustomed to seeing their students go on to the world of commerce and earn much higher salaries than their teachers get; but we have chosen to devote ourselves to the calling of scholarship. This commitment is what makes the university so valuable to society, and this value cannot be measured in dollars.

It may not be too severe to say that a university president who is dissatisfied with her/his salary is a university president who should look for another job. Yet, we also recognize that any individual administrator would be foolish to settle for less than the going rate. What we are faced with is an inflated market based upon distorted priorities; and our present goal is to renormalize this situation.

We need not elaborate on our own unhappiness upon learning of the rich payments given to top executives of this university during a time when the salaries of all staff members, including ourselves, have been frozen.

This controversy also has multiple impacts upon our students. In terms of fairness, it is difficult to see how increasing benefits for top administrators can be reconciled with a decreasing budget - when students are required to finance a major portion of the deficit. In terms of education, it undercuts our efforts to impart the virtues of knowledge, critical thinking and intellectual creativity - when the almighty dollar is held up as the principal measure of the worth of university leaders.

Beyond protest, however, we take this opportunity to declare a position of principle, as follows, which we advocate for adoption by the Regents of the University of California and by the governing bodies' of all other universities as well:

It should be the policy at any institution of higher learning that the total compensation paid to any executive officer should not exceed twice the average amount paid to its Full Professors.

RESOLUTION:

The Berkeley Division of the Academic Senate of the University of California endorses the preceding statement and directs its chair to circulate copies of this statement, along with appropriate supporting documents, to faculty leaders at the other campuses of this University and, to the extent feasible, at other major universities across the country.

We, the undersigned members, call for a Special Meeting of the Berkeley Division, to be held as soon as possible, for consideration of the above matter.

Charles Schwartz / Physics
 Paul Rabinow / Anthropology
 Laura Nader / Anthropology
 James N. Anderson / Anthropology
 Nelson Graburn / Anthropology
 Alan Dundes / Anthropology
 Henry Helson / Mathematics

Submitted April 22, 1992

(signatures attached)